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15/12/59

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File No. 8/74/43-5

Collection No

19

War Note Book

979

B-76

FEDERAL PUBLIC SERVICE COMMISSION

SERVICES BRANCH

Pros. Nos.
Serial

Keep
wm
25/8/59

Subject.

Question of extending the functions of the F. P. S. C. —
Proposal that all examinations for recruitment to the public
services should be conducted by the F. P. S. C.

Previous References.

Later References.

Received in Record
Room for retention

18 MAY 1958

125/m

Keep Permanent
25/8/59

Mr. No: 174/4/43 - Ests. dt. 12.10.43 from Home Dept.
New Delhi.

This may be dealt with by Services Branch.

WJ
25/11/43

Secretary may see the file. We may
Supdt (E) await further developments.

G.
27/10-

S. Pr.
Secy
10049/43
2/10

The P. V. C. is in pursuance of the decisions reached at the conference between Home Dept., S. G. C. (Public) and Chairman on the question of the extension of the functions of the Commission. The relevant file is with Mr. Smith.

(The P. V. C. may be transferred to the Services Div.)

Chairman may see. Submitted.

Ps.
30/10

Rs. The Commission may see.

R. 1/11/43

Sec

Chairman 27/11

Mr. Sanjiva Rao 2.11.43

Mr. Smith 27/11/43

Col. Lalman M. A. R. 8.11.43

Stamp: P. V. C. on CD Form No. File No. Page No. 1

The proposals in this file are:-

(i) that the ordinary method of recruitment to the public services should be by competitive examination, the method of selection being adopted in the case of appointments to posts requiring expert and technical knowledge; and (ii) that all examinations for recruitment to the public services should in future be conducted by the F.P.S.C.

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2. In our O.M. dated the 12.10.43, Deptts. were asked for their views on the above proposals, to furnish information about the examinations conducted by them and their Attached or Subordinate offices, and to indicate reasons if it was considered that any such examination should not in future be conducted by the F.P.S.C. Replies have now been received from all the Deptts. except the Deptt. of Information and Broadcasting. The replies received are examined in the following paragraphs.

3. The two proposals above enunciate general propositions of which the soundness is admitted on all hands and with which few will quarrel in the abstract. As was to be expected in the circumstances, Deptts. have either concurred in those proposals as a matter of course or have offered no remarks, thinking, perhaps, that their correctness is axiomatic.

4. The main and the really important "proposal" in the file however is that any examination for recruitment at present held by Deptts. etc. should in future be held by the Commission. It is only in their bearing on this main proposal that the comments of the Deptts. on the two proposals mentioned in para 1 above are of relevance and need be considered.

5. Please see in this connection item (3) of the decisions arrived at, at the meeting held on the 13th July 1943. In the light thereof, it seems that it was not the intention in enunciating proposal (i) mentioned in para 1 above that the method of recruitment by competitive examination should be introduced where it does not exist already, our idea being only to secure that competitive examinations which are at present held by Deptts. etc. themselves should in future be held by the Commission. If so, remarks such as those offered by the Poll. Deptt., viz that they are not in favour of introducing the ~~an~~ system of competitive examination by the Commission for recruitment to the few posts of a miscellaneous character in the Political Residencies, seem to be beside the point.

6. It has also been agreed in the preceding notes that the proposals in our O.M. dated the 12.10.43 should not apply to temporary posts created during the present emergency and that it is not intended to disturb the existing arrangements with regard to the recruitment of ministerial staff for the Deptts. of the G/I and their Attached Offices. In the light of the above remarks, it seems that the scope of the examination of the replies to our O.M. dated 12.10.43 will be restricted to seeing what Deptts. and their Attached or Subordinate Offices hold competitive examinations for recruitment to services under them, and whether they agree to such examinations being held by the F.P.S.C. in future. This scope is further narrowed down by the decision that the proposals regarding competitive examinations being held by the F.P.S.C. do not apply to temporary war - time posts. The replies, in so far as they go outside the scope of our inquiry, as defined above, may accordingly be ignored.

7. The Executive Council Office, the Legislative Assembly Deptt., the I.O. (now the C.R.) Deptt., the Poll. Deptt., the Legislative Deptt. and the Defence Deptt. do not hold any examinations

Botanical Survey of India holds a competitive examination for recruitment to the four posts of lower division clerks. For the reasons given, we may leave the present arrangement in this respect undisturbed, The E.H. & L. Deptt. may however be asked to consider again whether direct recruitment to subordinate technical and non - technical posts in the Forest Research Institute could not be made through a competitive examination to be held by the F.P.S.C. It appears that the number of posts involved is not ~~inconsiderable~~ inconsiderable and there seems to be good scope of introduction of the examination system in this case.

The Labour Deptt. are concerned with certain examinations held for the recruitment of clerks in the Central Stationery Office, Calcutta, the G/I Presses, New Delhi and Simla, Forms Presses, Aligarh and Calcutta, Central Forms Store Calcutta and the Central Publication Branch. The Labour Department now agree to an examination on an all-India basis being held by the F.P.S.C. for this purpose. They also agree that recruitment to Engineering Subordinate posts and posts of Assistants and clerks in the circle offices. in the C.P.W.D., may in future be made by the F.P.S.C. presumably competitive examination is meant. If so, the Labour Deptt. may be asked to furnish information regarding the approximate number of annual vacancies, the qualifications required etc. The Labour Deptt's offer is welcome and may be readily accepted, if the F.P.S.C. agree.

The P. & Air Deptt. are concerned with the competitive Examinations held by Heads of Postal Circles under the D.G.P. & T. That Deptt. doubt whether the F.P.S.C. would be in a position to conduct these examinations as it involves holding them at numerous centres and at different parts of the year. They therefore consider that these examinations may continue to be held on a local area basis. The F.P.S.C. may be asked to say whether these examinations could conveniently be conducted by them. The number of candidates appearing at these examinations is usually very large and the posts are mostly subordinate in character, carrying a starting salary of about Rs.45/- p.m.

The P. & A. Deptt. are also concerned with the examination, at present conducted by the P. & T. Deptt., for recruitment to the posts of Engineering Supervisors, Carrier Attendants, and Wireless Operators. The D.G.P. & T. considers it desirable for this examination being continued to be conducted departmentally but the P. & A. Deptt. are prepared to be guided by the advice of the F.P.S.C. in the matter. The posts are probably temporary but it seems desirable that the examination for recruitment thereto should be conducted by the F.P.S.C. They may see for remarks.

The P. & A. Deptt. also agree to recruitment of junior clerks in the Aerodrome and Inspection Organisations under the Civil Aviation Directorate being made through a competitive examination to be held by the Commission. That Deptt. also agree to posts in the office of the Dir. General of Observations being filled by a competitive examination to be held by the Commission.

The Military Finance Deptt. say that the M.A.G. used to conduct examinations for recruitment to the Routine and Clerical Grades in the Military Accts. Deptt. but that these have been discontinued during the war and men with the requisite

rectt. by
the Comr.
by

F.P.S.C. No.
GD No.
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Page No.

qualifications are now offered appointments after a viva voce test only.

This has proved satisfactory and the M.F. Deptt. consider that it may continue until the end of the war. They would however be prepared to recruit for the Clerical Grade through a competitive examination conducted by the F.P.S.C., after the war and its aftermath is over. We may agree,, subject to any remarks the F.P.S.C. may have to offer.

8. The net result of our reference is that the War, P. & A. and Labour Deptts. have agreed to the F.P.S.C. conducting competitive examinations for recruitment to certain services under them. The F.P.S.C. may see in the first instance and be asked to say if the result is ~~xx~~ satisfactory to them or whether they desire a further approach to be made to the Deptts. etc. in the matter. If they accept the offers made by the War., P. & A. and Labour Deptts. They will no doubt carry on further negotiations with ~~the~~ those Deptts. direct. The Commission may also be asked to offer their remarks on the other points in para 7 above. Thereafter the F.D., ~~xxx~~ and the E.H. & L. Deptt. may see for remarks with reference to the positions sidelined 'X' and 'Y', respectively, of para 7 above.

It'd. 10/10/44.

I have carefully read the replies of Departments. They have generally accepted the proposals put forward by us and the replies may, therefore, be regarded as on the whole very satisfactory. It is, however, clear that some of the Departments have not clearly understood our proposals. We have already taken the view in one case that our proposals are not intended to apply in the case of temporary war-time posts. There is, of course, no objection to holding competitive examinations for recruitment to temporary posts when in particular cases this is considered desirable, for instance, we have separately under consideration a proposal to hold such examinations for recruitment to clerical staff in several selected centres. I think it was also not our intention that competitive examinations should be held when recruitment ~~was~~ was to be made to isolated posts or to alter in any way the present system of recruitment in cases where recruitment is made by promotion.

2. Several Departments have pointed out the difficulties in holding examinations for recruitment to the ministerial staff in small offices and have therefore, suggested that the present methods of recruitment in such offices should not be altered. There is considerable force in this contention. In many such cases, recruitment is restricted to local candidates only. It will also, I think, be difficult for ~~xx~~ F.P.S.C. to hold examinations in out of way places for recruitment to a small number of posts only.

3. A detailed examination of the proposals made by Departments shows that they are generally suitable and may be accepted except in the following few cases:-

(1) We may ascertain from Finance Department the present method of recruitment to clerical staff in the offices of the Accountants General and ask them to consider whether recruitment should not in future be made through a competitive examination held by F.P.S.C.

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Page No. 51

(2) The Finance Department may also be asked to consider whether a competitive examination should not be held for recruitment to the posts of Customs Appraisers.

(3) E.H. & L. Department may be asked to examine whether a competitive examination should not be held for recruitment to Subordinate non-Technical Posts in the Forest Research Institute, Dehra Dun.

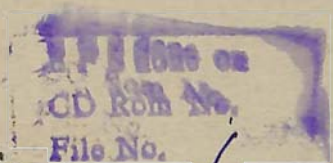
(4) As the number of candidates appearing at the examinations held by the heads of various postal circles is very large, the P. & A. Department should be asked to entrust the conduct of those examinations to F.P.S.C.

(5) The Labour Department have suggested that recruitment of Assistants and Clerks in circle offices in C.P.W.B. may be made by F.P.S.C. They, however, consider that recruitment to such posts in the Central Office should continue to be made by the Chief Engineer as hitherto. The reason for this distinction is not clear. It would be desirable to hold examinations for recruitment to all such posts, except those which are filled by promotion or transfer. The Labour Department may be asked to consider this suggestion.

4. I do not think it is necessary to issue formal orders in this case. The ~~best~~ better course in my opinion would be to take up with the individual Departments concerned the questions referred to in the previous paragraph and such other questions as the F.P.S.C. may suggest after examination of the replies of Departments. F.P.S.C. may see and kindly say whether they agree with this view. They may also consider whether they should not themselves address Departments on these questions, Home Department being consulted at a later stage, if this is found to be necessary.

5. Secretary has seen.

Sd/- H.K. CHAINANI,
Deputy Secretary, 14 - 10 - 44.



F.P.S.C. File No.
H.D.U.O. No. Page 14/413-Ests dated the 18 - 10 - 44.

F.P.S.C

Please see the H.D., O.M. at pp 1-2 cor. The replies of all Departments except the Department of Information and Broadcasting have been received. These replies are summarised in paragraph 7 of H.D. office note on pp 22-25 of U/O file. Briefly, the war, Labour, and Posts and Air Departments agree to the Commission's conducting recruitment examinations to certain services under their control.

2. In para 3 of his note (p.26 of U/O. file) Mr. Chainani suggests that the Finance, E.H.&L., Posts and Air and Labour Departments may be addressed again with a view to their agreeing to the Commission's conducting more examinations for rectt. to services under their control. In this connection we may perhaps suggest that the Finance Department may be asked to state the position in respect of rectt. to the various excise offices (officers as well as clerks), Income-tax offices (clerks), and Custom Houses (the staff.) and consider whether the Commission should not be entrusted with the conduct of examinations for these rectts.

3. It appears that the examination system is not in vogue in many cases. In the absence of - - - - -

Enter number
of question.

Presumably
that in some
manner of
selection
other than a
written exami
n.

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of an examination system, appointments are presumably made by patronage and this would account ^{from} the unwillingness of Depts to hand over ^{the bulk of} restd. to the Commission. After all, restd. to all services are being made at present, ~~the~~ and the mere statement that no examinations are conducted does not mean that no restd. is being made. The H.D., O.M. lays down, as a general principle, that restd. to the services, except in the case of technical appts., should be on the results of an examination. If this principle is accepted, Depts. are asked to entrust ~~to~~ such examns. to the F.P.S.C.

~~The~~ On another file it is proposed that the Commⁿ. should conduct the restd. of clerks for all offices of the Govt. of India throughout India. If this is feasible, there is no reason why Depts. should be allowed to recruit as they like to vacancies in their subordinate offices. The plea that ^{local} candidates would be required for such subordinate offices does not appear to be very sound, as the Commⁿ. would presumably be in a position to recommend local candidates where such are required.

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7

Maybe

The Home Dept. also suggest that further correspondence might be carried on by the Commission direct with the Depts. It ~~is~~ appears

a to bears however that -8
is ~~doubtful~~ whether Depts. would not be more
amenable if the Home Dept. address them
again.

may be submitted to Chairman

P.S.

1/11

1/11

2/11/44

These proposals have been made to departments at a
time when recruitment conditions are abnormal. It is
not therefore surprising that certain Depts have demurred,
and, considering all things, I think the response to all
unfavorable, in its general tendency.

2. The case ^{however} impinges to some extent on the
proposal to centralise all recruitment to clerical
services & to assimilate pay scales for these services.
There seems no immediate prospect of this scheme being
put into operation; but so long as it is pending,

It is consideration of clerical recruitment
to subordinate offices ^{at the center and} in the provinces would be
better excluded from this file. This would cover

- a) clerks in the Central Stationery Office Calcutta, in Gal. of } P73000
Litho Presses, Form Presses (Labour Dept) }
b) clerks in P.W.D. office }
+ c) Clerks in aerodromes & inspection organisations under
the Civil Aviation Directorate (P & A Dept) (P42000)

~~which~~ ^{where} it has been agreed on this file the Commission
should recruit;

and also clerical posts in A.C. C.I. offices &
in technical subordinate posts in the F.R.I., Dehradun,
recruitment to which Home Dept. might be
made through the Commission

9

But if these various services are excluded from consideration for the moment, as being covered by the main centralized recruitment scheme, we are left with a) Engineering Subordinates (p 73 cor), which

It is agreed that the Commission might recruit,
+ b) Customs appraisers (C.B.R) + Engineering Supervisors, Carrier attendants & wireless operators (p 42 cor.)
the question of whose recruitment through the Commission might be proposed. Regarding the latter, the D.R.P & T would prefer to continue to conduct these recruitments himself, but the Dept. will be guided by the advice of the Commission in the matter.

3. If the Commission agree we may consider further the question of recruiting the services at A above in correspondence dealt with the Dept's concerned.

4. If the scheme of centralized clerical recruitment does not materialize we can then consider further recruitment of clerical personnel to the offices at B above.

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Page No.

75. 8/11/44

Chairman Members should see and we can then discuss.

K. Panjwani Rao

D. D. Lakshmi
10-11-44

Mr. Smith

M. A. R. Rahman
11-11-44

Col. Rahman

Discussed. It was agreed to approve
Suj's note and to take action accordingly.

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margin.

L. H. Robinson

Please draft on the lines of my note. (6. 10. 44)

The points I have made are:-

- 1) We must leave out of consideration for the present recruitments to service such as those at B pending a decision on the centralized ministerial recruitment proposals, as presumably this scheme, if materialized, will cover some or all of these services.
- 2) We will pursue the question of recruiting to the service at A direct with the depts. concerned.

(N.B. In taking further action as at 2) fresh & separate files should be opened for each service.)

A draft u.o. note is put up for approval. Action as at '1' above will be taken after the issue of the draft.

M.F. 8/24/45. dt. 4/12/mississ to Home Dept. Secy

P.S.
2/4/11
R.S.
25/11/44

Self. X. 27/11/44

Secy. (for signature of
for u.o.) 28/5/11/44



from prepage.

The Depts. concerned have agreed that recruitment to the service of (1) Engineering Supervisors, Wireless operators and Carrier Attendants in the P+T Deptt and (2) Engineering Subordinates in the C.P.W.D, may henceforth be made by the F.P.S.C. As it is likely that these recruitments, if finally decided to be taken over by the Commn., will be made by means of competitive exams., Excom. Br. may kindly take necessary action on the question of recruitment to these services by the Commn., in correspondence direct with the P+A Deptt. and Labour Deptt. ^(as indicated by Secy. in pp. 9-10/n) It may be mentioned that the P+T Deptt. conduct the recruitment of Engg. Supervisors etc. by means of a competitive exam. held on an all-India basis. It is not known how Engg. subordinates to the C.P.W.D. are recruited, but as the service is analogous to the Engg. Services for which the Commn. recruit by means of an exam., the same method ~~may~~ ^{will perhaps} be followed in this case also.

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R.F.S. done on
 CD. Ref. No.
 File No.
 Page No.

11. Re. recruitment of Customs Appraisers ^{+ Examiners} (C.A.), which Mr. H.K. Ghainani has suggested, may be made by means of a competitive exam., attention is invited to notes in F. No. 129/35-5, especially to Mr. Cruthers' note, dt-17.7.55 at pp. 3-4/n and

para 3(2) N.P. 1/11

T

and to paras. 3 + 4 of p-1/c, in which are discussed some aspects of the mode of selection for recruitment of Customs Appraisers. Necessary action in re. to this recruitment may be taken in the Services Br. ~~Through this service comes under the C.B.R., Finance Dept.~~ ^(Central Revenue) may, in the first instance, be addressed in the matter.

3 In taking action as suggested above re. recruitment of Customs Appraisers, it may be considered whether the Commn. should not, besides offering to conduct the recruitment of Customs Appraisers, also express their willingness to undertake the recruitment of some other important posts ^{under the C.B.R.} in the Excise Dept. e.g. Excise Inspectors, Excise Sub. Inspectors etc. It is not known how these posts are being filled in at present; Home Dept. have not made any mention of these posts in their u.o. p-2-6/w

4. A draft letter to F.D. ^(C.R.) intimating the Commn's willingness to undertake the recruitment of Customs Appraisers (also of other posts ^{under the C.B.R.} like Excise Inspectors and Sub. Inspectors - subject to Commn's decision) and inviting their opinion, and details, is put up for approval.

10500/44-E

15/12

PS. 16/12

Through Exam. Br.

Secy.

The file may be sent to Ex. Br. for necessary ^{action} after the issue of the draft to the F.D. (C.R.)

att. 19/12
W. 19/12
the recruit

CD Rom No.
File No.
Page No.

Presumably the Exam. Br. have no addition to suggest to the draft to the F.D.C.R. Will they please see and confirm?

Ps. 20/12 Can obtaining the information asked for now, we may perhaps require Exam. Br. further information. At present the D.F.A. may issue

Gr. 21/12

~~AM~~

See. Please open at once files re the three services in question viz (a) Customs Appraisers (b) Engineering Subordinates & (c) Engineering Supervision, Wireless operators etc. It is no good trying to deal with all three on this one file. All three questions must be dealt with simultaneously. I should be glad if A/S will see that this is done at once. A file re a) should be with an extract for the above which should be put up at once.

3/1/45

A/S Copies of the relevant notes have been kept and files re (i) Engineering Subordinates and (ii) Engg. Supervision, Wireless operators etc. will be submitted in a day when Service Br. may please open a file re. Customs Appraisers. A spare copy of the relevant notes for the Customs Appraisers file is placed at flag x.

att. 3/1/45
SA 3/1
file 4/1/45

File No. 13
Page No. 13

Service Br. are evidently concerned with this. file

AS 3/1/45
Jan. Br. also ordered by Secy. in his note dt. 2.1.45 above, the case re. the recruitment of Customs

Appraisers has been put up separately, with an extract from the above notes. (put up on 4.1.45)
Submitted for information.

[Signature]
11/1/45
P.S.
13/1

The file may now be recorded.

[Signature]
15/1
P.S.
15/1

FFS done on
C. Rom. No.
File No.
Page No. 14

Before recording the file, Secretary's note dated 8/11/44 at pp. 8-9/n may be seen. Now that the scheme of centralised clerical recruitment has materialised and is well on its way, the question whether recruitment of clerical personnel to the offices mentioned at B in Secy.'s note should be brought within the scope of the scheme may be considered.

Examination Br. may please take necessary action separately on this matter.

[Signature]
1/2
P.S.
1/2
[Signature]

Exam. Br.

All the offices mentioned in the secretary's note of 8-11-44 ~~except the technical subordinate posts~~ ^{in the technical subordinate posts} are covered by the

by the Centralised result scheme.

There does not appear to be any need for opening a new file on the subject.

Submitted for order.

att

2/2/45
14/6

SA

15/6/45

7/6
9/6

Sr. Rm A.S.

Reopen this file.

ADJ
3/7/6

M.S.

Enter number of question.

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File No.
Page No. 15

be made by the F.P.S.C. presumably recruitment by the Com. by competitive examination is meant. If so, the Labour Deptt. may be asked to furnish information regarding the approximate number of annual vacancies, the qualifications required etc. The Labour Deptt.'s offer is welcome and may be readily accepted, if the F.P.S.C. agree.

X X X X X X X X X X

The P. & A. Deptt. are also concerned with the examination at present conducted by the P. & T Deptt., for recruitment to the Posts of Engineering Supervisors, Carrier Attendants, and Wireless Operators. The D.G., P. & T considers it desirable for this examination being continued to be conducted departmentally by the P. & A Deptt. are prepared to be guided by the advice of the F.P.S.C. in the matter. The posts are probably temporary but it seems desirable that the examination for recruitment thereto should be conducted by the F.P.S.C. They may see for remarks.

X X X X X X X X X X

3. A detailed examination of the proposals made by Deptts. shows that they are generally suitable and may be accepted except in the following few cases:-

X X X X X X X X X X

2. The Finance Deptt may also be asked to consider whether a competitive examination should not be held for recruitment to the posts of Customs Appraisers.

X X X X X X X X X X

4. I do not think it is necessary to issue formal orders in this case. The matter course in my opinion would be to take up with the individual Departments concerned the questions referred to in the previous paragraph and such other questions as the F.P.S.C. may suggest after examination of the replies of Departments. F.P.S.C. may see also kindly say whether they agree with this view. They may also consider whether they should not themselves address Deptts. on these questions, Home Deptt. being consulted at a later stage, if this is found to be necessary.

5. Secretary has seen.

Sd/- H.K. Chainani.
Deputy Secretary,
14.10.44.

F.P.S.C.

H.D. U/O No.F.174/4/43-Ests. dated the 13.10.44.

X X X X X X X X X X

These proposals have been made to Departments at a time when recruitment conditions are abnormal. It is not therefore surprising that certain Deptts. have demurred, and, considering all things, I think the response is not unfavourable in its general tendency.

2. The case however impinges to some extent on the proposal to centralise all recruitment to clerical services and to assimilate pay scales for these services. There seems no immediate prospect of this scheme being put into operation; but so long as it is pending, I think consideration of clerical recruitment to subordinate offices at the centre and in the provinces would be better excluded from this file. This would cover:-

- (a) Clerks in the Central Stationary Offices, Calcutta,
- (b) Clerks in P. .D. Circle offices.

and clerks in Aerodrome and Inspection Organisations under the Civil Aviation Directorate. ..)P. & A. Deptt) whom it has been agreed on this file the Commission should recruit and also clerical posts in A.G., C.R.'s offices and non-technical subordinate posts in the F.R.I., Dehra Dun, recruitment to which Home Deptt. suggest might be made through the Commission.

But if these various services are excluded from consideration for the moment,.....

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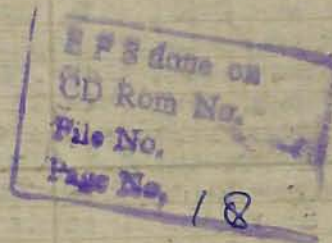
Before recording the file Secretary's note dated the 8/11/44 at pp.8-9/n may be seen. Now that the scheme of centralised clerical recruitment has materialised and is well on its way, the question whether recruitment of clerical personnel to the offices mentioned at B in Secy.'s note should be brought within the scope of the scheme may be considered.

Examination Branch may please take the necessary action separately on this matter.

All the services mentioned in the Secretary's note dated the 8.11.44 except the Technical Subordinate posts in the F.R.D. Dehra Dun are ~~covered~~ covered by the centralised rectt. scheme.

There does not appear to be any need for opening a new file on the subject.

Submitted for orders.



V

as being covered by the main centralised recruitment scheme, we are left with

(a) Engineering Subordinates, which it is agreed that the Commission might recruit; and

(b) Customs Appraisers (C.B.R.) and Engineering Supervisors, Carrier Attendants and Wireless Operators the question of whose recruitment through the Commission might be pursued. Regarding the latter, the D.G. P. & T. would prefer to continue to conduct these recruitments himself, but the Dept. will be guided by the advice of the Commission in the matter.

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3. If the Commission agree ~~xx~~ we may consider further the question of recruiting the services at 'A' above in correspondence direct with the Deptt. concerned.

4. If the scheme of Centralised Clerical recruitment does not materialise we can then consider further recruitment of clerical personnel to the offices at 'B' above.

F.E.
6.11.44.

Members should see and we can then discuss.

F.W. Robertson.
8.11/44.

K. Sanjiva Row.
10.11.44.

W.R.G. Smith.
10.11.44.

M.A. Rahman.
11.11.44.

Discussed. It was agreed to approve Secretary's note and to ~~xxx~~ take action accordingly.

F.W. Robertson.
14.11.44,

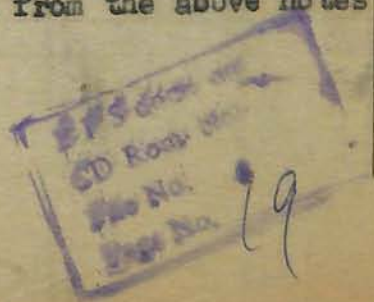
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The Deptts. concerned have agreed that recruitment to the service of (i) Engineering Supervisors, Wireless Operators and Carrier Attendants in the P. & T Deptt. and (2) Engineering Subordinates in the C.P.W.D. may henceforth be made by the F.P.S.C. As it is likely that these recruitments if finally decided to be taken over by the Commission, will be made by means of competitive examinations, examination Br. may kindly take necessary action on the question of recruitment of these services by the Commission, in correspondence direct with the P. & A. Deptt. and Labour Deptt. respectively (as indicated by Secy. in PP.9-10/n). It may be mentioned that the P. & T Deptt. ~~xxx~~ conduct the recruitment of Engg. Supervisors etc. by means of a competitive exam. held on an all-India basis. It is not known how Engg. Subordinates to the C.P.W.D. are recruited, but as the Service is analogous to the Engg. Services for which the Commission recruit by means of an Examn. the same method will perhaps be followed in this case also.

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Please open at once files re. the three services in question viz. (a) Customs Appraisers (b) Engineering Subordinates and (c) Engineering Supervisors, Wireless Operators etc. It is no good trying to deal with all three on this one file. All these questions must be dealt with simultaneously. I should be glad if A.S. will see that this is done at once. A file re. (A) with an extract from the above notes should be put up at once to me.

F. E.
3/1/45.



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Enter number of question.

The proposals in this file are:-
(i) that the ordinary method of recruitment to the Public Services should be by competitive examination, the method of selection being adopted in the case of appointments to posts requiring expert and technical knowledge; and (ii) that all examinations for recruitment to the Public Services should in future be conducted by the F.P.S.C.

Candidates must not write on this margin.

2. In our O.M. dated the 12.10.43, Departments were asked for their views on the above proposals, to furnish information about the examinations conducted by them and their Attached or Subordinate offices, and to indicate their reasons if it was considered that any such examination should not in future be conducted by the F.P.S.C. Replies have now been received from all the Deptts except the Deptt. of Information and Broadcasting. The replies received are examined in the following paragraphs.

3. The two proposals above enunciate general propositions of which the soundness is admitted on all hands and with which ~~the soundness is admitted on all hands and with~~ few will quarrel in the abstract. As was to be expected in the circumstances Departments have either concurred in those proposals as a matter of course or have offered on remarks, thinking, perhaps, that their correctness is axiomatic.

4. The main and the really important "Proposal" in the file however is that any examination for recruitment at present held by Deptts etc. should in future be held by the Commission. It is only in their bearing on this main proposal that the comments of the Deptts. on the two proposals mentioned in para. 1 above are of relevance and need be considered.

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The Finance Deptt. or its Attached and Subordinate Offices do not conduct any examination (other than through the F.P.S.C.). The Auditor General conducts annually the Subordinate Accounts Service Examination which is a departmental and highly technical examination. The F.D.'s presumption, that our enquiry does not relate to examinations like these, seems to be correct. It may be mentioned that the C.B.R., an Attached Office of F.D., have recently agreed to recruit I. T.Os. from the list of the I.A.&A. and Allied Services Examination. Previously appointments to the I.T.O's Service used to be made mainly by promotion. This will go some way to satisfy the Commission. It is also understood that the A.G. C.R., holds some sort of examination or test for the recruitment of clerks etc. for his office. The F.D. may see, and if this is correct, be asked to say whether they agree to the examination in question being held in future by the F.P.S.C. That Deptt. may also be asked to consider the advisability of recruitment to the Customs Appraisers, and other services under the C.B.R. being made through competitive examinations to be held by the Commission.

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The Labour Deptt. are concerned with certain examinations held for the recruitment of clerks in the Central Stationery Office, Calcutta, the G/I presses, New Delhi and Simla, Forms presses, Aligarh and Calcutta, Central Forms Store Calcutta and the Central Publication Branch. The Labour Deptt. now agree to an examination on an All ~~India~~ India basis being held by the F.P.S.C. for this purpose. They also agree that recruitment to Engineering Subordinate Posts and posts of Assistants and Clerks in the Circle offices in the C.P.W.D., may in future.....

F.P.S. Com.
Gen. Mem.
File No.
Page No.

21
 be made by the F.P.S.C. presumably recruitment by the Com. by competitive examination is meant. If so, the Labour Deptt. may be asked to furnish information regarding the approximate number of annual vacancies, the qualifications required etc. The Labour Deptt.'s offer is welcome and may be readily accepted, if the F.P.S.C. agree.

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The P. & A. Deptt. are also concerned with the examination at present conducted by the P. & T Deptt., for recruitment to the Posts of Engineering Supervisors, Carrier Attendants, and Wireless Operators. The D.G., P. & T considers it desirable for this examination being continued to be conducted departmentally by the P. & A Deptt. are prepared to be guided by the advice of the F.P.S.C. in the matter. The posts are probably temporary but it seems desirable that the examination for recruitment thereto should be conducted by the F.P.S.C. They may see for remarks.

X X X X X X X X X X

3. A detailed examination of the proposals made by Deptts. shows that they are generally suitable and may be accepted except in the following few cases:-

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2. The Finance Dept may also be asked to consider whether a competitive examination should not be held for recruitment to the posts of Customs Appraisers.

X X X X X X X X X X

4. I do not think it is necessary to issue formal orders in this case. The matter course in my opinion would be to take up with the individual Departments concerned the questions referred to in the previous paragraph and such other questions as the F.P.S.C. may suggest after examination of the replies of Departments. F.P.S.C. may see also kindly say whether they agree with this view. They may also consider whether they should not themselves address Deptts. on these questions, Home Deptt. being consulted at a later stage, if this is found to be necessary.

5. Secretary has seen.

Sd/- H.K. Chainani.
 Deputy Secretary,
 14.10.44.

F.P.S.C.

H.D. U/O No.F.174/4/43-Ests. dated the 18.10.44.

X X X X X X X X X X

These proposals have been made to Departments at a time when recruitment conditions are abnormal. It is not therefore surprising that certain Deptts. have demurred, and, considering all things, I think the response is not unfavourable in its general tendency.

2. The case however impinges to some extent on the proposal to centralise all recruitment to clerical services and to assimilate pay scales for these services. There seems no immediate prospect of this scheme being put into operation; but so long as it is pending, I think consideration of clerical recruitment to subordinate offices at the centre and in the provinces would be better excluded from this file. This would cover:-

- (a) Clerks in the Central Stationery Offices, Calcutta,
- (b) Clerks in P.W.D. Circle offices.

and clerks in Aerodrome and Inspection Organisations under the Civil Aviation Directorate. ...) P. & A. Deptt) whom it has been agreed on this file the Commission should recruit and also clerical posts in A.G., C.R.'s offices and non-technical subordinate posts in the F.R.I., Dehra Dun, recruitment to which Home Deptt. suggest might be made through the Commission.

But if these various services are excluded from consideration for the moments.....

as being covered by the main centralised recruitment scheme, we are left with

(a) Engineering Subordinates, which it is agreed that the Commission might recruit; and

(b) Customs Appraisers (C.B.R.) and Engineering Supervisors, Carrier Attendants and Wireless Operators the question of whose recruitment through the Commission might be pursued. Regarding the latter, the D.G. P. & T. would prefer to continue to conduct these recruitments himself, but the Dept. will be guided by the advice of the Commission in the matter.

Candidates must not write on this margin.

3. If the Commission agree ~~to~~ we may consider further the question of recruiting the services at 'A' above in correspondence direct with the Deptt. concerned.

4. If the scheme of Centralised Clerical recruitment does not materialise we can then consider further recruitment of clerical personnel to the offices at 'B' above.

F. E.

6.11.44.

Members should see and we can then discuss.

F.W. Robertson.

8.11/44.

K. Sanjiva Row.

10.11.44.

W.R.G. Smith.

10.11.44.

M.A. Rahman.

11.11.44.

Discussed. It was agreed to approve Secretary's note and to ~~take~~ take action accordingly.

F.W. Robertson.

14.11.44,

X X X X X

The Deptts. concerned have agreed that recruitment to the service of (i) Engineering Supervisors, Wireless Operators and Carrier Attendants in the P. & T Deptt. and (2) Engineering Subordinates in the C.P.W.D. may henceforth be made by the F.P.S.C. As it is likely that these recruitments if finally decided to be taken over by the Commission, will be made by means of competitive examinations, examination Br. may kindly take necessary action on the question of recruitment of these services by the Commission, in correspondence direct with the P. & A. Deptt. and Labour Deptt. respectively (as indicated by Secy. in PP.9-10/n). It may be mentioned that the P. & T Deptt. ~~and~~ conduct the recruitment of Engg. Supervisors etc. by means of a competitive exam. held on an all-India basis. It is not known how Engg. Subordinates to the C.P.W.D. are recruited, but as the Service is analogous to the Engg. Services for which the Commission recruit by means of an Examn. the same method will perhaps be followed in this case also.

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Please open at once files re. the three services in question viz. (a) Customs Appraisers (b) Engineering Subordinates and (c) Engineering Supervisors, Wireless Operators etc. It is no good trying to deal with all three on this one file. All these questions must be dealt with simultaneously. I should be glad if A.S. will see that this is done at once. A file re. (A) with an extract from the above notes should be put up at once to me.

F. E.
3/1/45.

F.P.S. done on

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Page No. 22

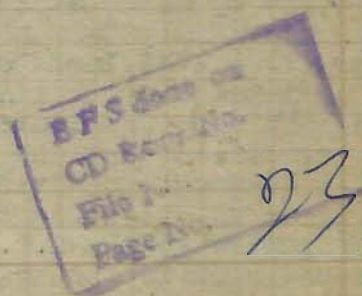
Before recording the file Secretary's note dated the 8/11/44 at pp.8-9/n may be seen. Now that the scheme of centralised clerical recruitment has materialised and is well on its way, the question whether recruitment of clerical personnel to the offices mentioned at B in Secy.'s note should be brought within the scope of the scheme may be considered.

Examination Branch may please take the necessary action separately on this matter.

All the services mentioned in the Secretary's note dated the 8.11.44 except the Technical Subordinate posts in the F.R.D. Dehra Dun are ~~xxxxxxx~~ covered by the centralised rectt. scheme.

There does not appear to be any need for opening a new file on the subject.

Submitted for orders.



Confidential.Serial No. 4.Enter number
of question.Kennedy House - Annexe,
Simla, the 14th May, 1943.Candidates
must not
write on this
margin.

My dear Conran-Smith,

Please refer to your D.O. No. 1210-D/43-Ests., dated the 7th May, 1943, on the subject of the inclusion in the Schedule to the Regulations of the Customs Appraisers' and Income Tax Class II Services. I have already had the opportunity of reading the papers which you send with your letter and have only the following remarks to make.

I have never been able to agree that any real justification exists for excluding from the purview of the Commission appointments by promotion from a subordinate service to a Central Service Class II and I believe that the exclusion rests on faulty reasoning. However that may be the number of direct appointments to the Income Tax Service Class II is not inconsiderable, and I can see no reasons why these important appointments should not be referred to the Commission. A Commissioner of Income Tax is a bird of passage and I believe that such appointments are usually made on the recommendation of the permanent Assistant Commissioners of Income Tax with results that are often unfortunate both from the point of view of the efficiency of the service and its reputation for probity.

The same remarks would, I believe, apply to appointments in the Customs Appraisers' Service.

I have raised all these questions in a comprehensive note which I have sent to Maxwell.

I return with thanks the papers sent with your letter.

Yours sincerely,

Sd/ F.W. Robertson

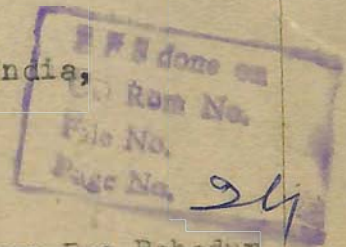
The Hon'ble Mr. E. Conran-Smith,
C.S.I., C.I.E., I.C.S.,
Secretary to the Government of India,
Home Department,
New Delhi.

Serial No. 5.

Copy of a demi-official letter from Rao Bahadur V.P. Menon, S.G.G. (Reforms) No. S 343/43-R., dated the 24th June, 1943.

You drew my attention yesterday to the difference in wording between section 266(1) of the Govt. of India Act, 1935, and paragraph 199 of the White Paper. The White Paper says that the Public Service Commission "will conduct all competitive examinations for appointments to federal and provincial Services" while the Act omits the words "all competitive examinations".

2. I have looked into our papers on the subject. In the Bill as originally drafted it was provided that the Public Service Commissions would conduct all competitive examinations for appointments to the Services and arrange the candidates in order of merits; but in the course of drafting this was modified and in the Bill as



14 OCT 1943

Finance

J. 49 9421/43-E No. 174/4/43-Ests.
Government of India,
Home Department.

New Delhi, the 12th October, 1943.

OFFICE MEMORANDUM.

The undersigned is directed to state that the question of the method of recruitment to services and posts under the administrative control of the Government of India has recently been examined in consultation with the Federal Public Service Commission. The following suggestions have been made:-

(1) The ordinary method of recruitment to the public services should be by competitive examinations, the method of selection being adopted in the case of appointments to posts requiring expert and technical knowledge. The provisions for nomination to secure representation of minority communities would, of course, remain unaffected.

(2) All examinations for recruitment to the public services should in future be conducted by the Public Service Commission.

The views of the Finance Department are requested on the above suggestions. etc.

1-27/10/43

It is requested that information may also be furnished to this Department about the examinations which are at present conducted by Departments or their Attached and Subordinate offices and if it is considered that any such examination should not in future be conducted by the Public Service Commission, the reasons for it may also be stated.

H.K. Chatterjee

Deputy Secretary to the Government of India.

To
All Departments of the Government of India.

No. 174/4/43-Ests.
New Delhi, the 12th October, 1943.

Copy to the Federal Public Service Commission for information.

By order,

H.K. Chatterjee

Deputy Secretary to the Government of India.

NK. (45-11.10.43)D.

3

Extract from D.O. dated the 13th November, 1943 from
Mr. E. Conran-Smith, Secretary, Home Department to the
Chairman, F.P.S.C.

* * * * *

A reference has been made to departments
regarding the proposal that all examinations in future
should be conducted by the Commission,--which was item
3 in the proceedings of our meeting. I will keep an
eye on this and see that departments are not allowed
to sleep over the matter.

* * * * *

*Original
in 78/27/
43*

4

F.P.S.C. DEPARTMENT.
Services BRANCH.

File No.

Serial No.

Draft ~~XXXXXXXXXX~~

U.O. Note.

Ordinary	*Only for Foreign Telegrams.
Express	
Urgent*	
Priority	
Clear Line†	†Not for Foreign Telegrams.

No.

Dated

10 .

~~XXX~~

The proposals on this ~~file~~ ^{file} have been made to Departments at a time when recruitment conditions are abnormal. It is not, therefore, surprising that ~~certain~~ ^{certain} Departments have demurred, and considering all things, the Commission think the response is not unfavourable in its general tendency.

2. These proposals ~~impinge~~ ^{impinge} to a certain extent on the scheme ~~of~~ ^{for the} centralised recruitment of ministerial staff, ~~now under consideration~~. There seems to be no immediate prospect of this scheme being put into operation; but, so long as it is pending, the Commission suggest that consideration of clerical ~~at~~ recruitment to subordinate offices at the headquarters of the Government of India and in the Provinces be excluded from this file. This would cover:-

- (i) Clerks in the Central Stationery Office, Calcutta, Government of India Presses and Forms Presses;
- (ii) Clerks in the Public Works Department circle offices; and
- (iii) Clerks in Aerodrome and Inspection organizations under the Civil

aviation

*Pl issue
u.o. on u.o.
file after keeping
a copy of*

Class for telegrams

*Under pp 22-27
in u.o. file*

To be issued on

Issued on

1st Reminder

2nd Reminder

3rd Reminder

Heading:

Case or Diary No.

If post copy of telegram required

Date of despatch of above

List of enclosures

*2) cor. pp 8-10
in u.o. file.*

*P.S.
28/11*

Case info put up

(Code word for telegrams.)

Civil

Aviation Directorate, ^{whom} it has been agreed, ~~on this file,~~ that the Commission should recruit; and also clerical posts in the offices of the Accountants General and non-technical subordinate posts in the Forest Research Institute, Dehra Dun, recruitment to which, the Home Department suggest, might be made through the Commission.

If the scheme of centralised ministerial recruitment does not materialise, the question of recruitment of clerical personnel to the offices ^{named} specified above can be considered further.

3. Leaving clerical posts out of account for the present, the question of recruitment to the undermentioned posts remains for consideration:-

(ii). Engineering supervisors, Carrier attendants and wireless operators for the Posts and Telegraphs Department. The Posts and Air Department are prepared to be guided by the advice of the Commission in the matter of recruitment to these posts.	(i) Engineering subordinates for the C.P. W.D. The Labour Deptt. have agreed to rectt. to these posts being made through the Commission.
---	--

(iii) Customs Appraisers. The Home Department ^{have} suggested that the F.D. may be asked to consider the question of recruitment to these posts through the Commission.

The Commission will pursue, ⁱⁿ direct ^{correspondence} with the Departments concerned, the question of recruiting to the posts enumerated above.

X
Sec.,
F.P.S.C.

Home Department.

F.P.S.C.U.O. No. F.8/74/43-S., dated the

